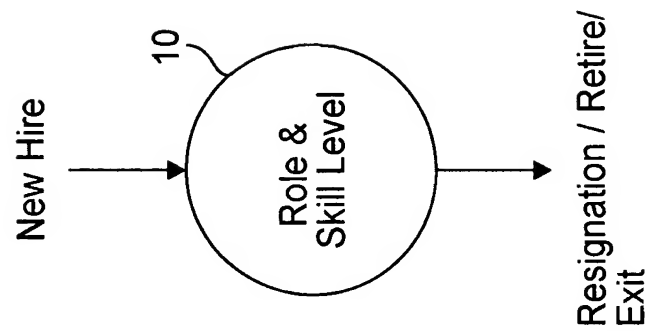


*Figure 1*



*Figure 2*

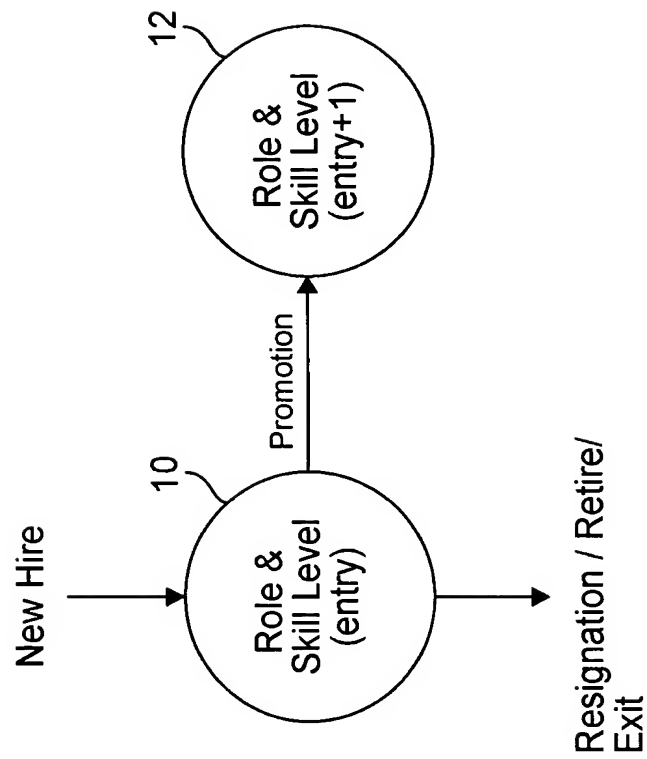


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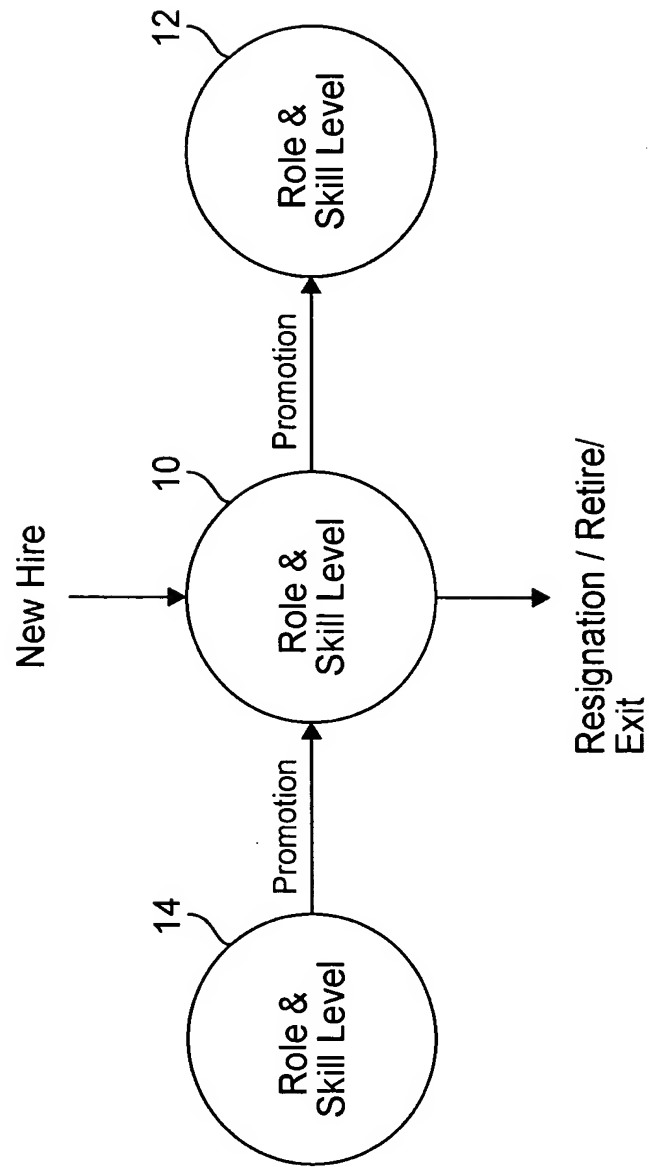
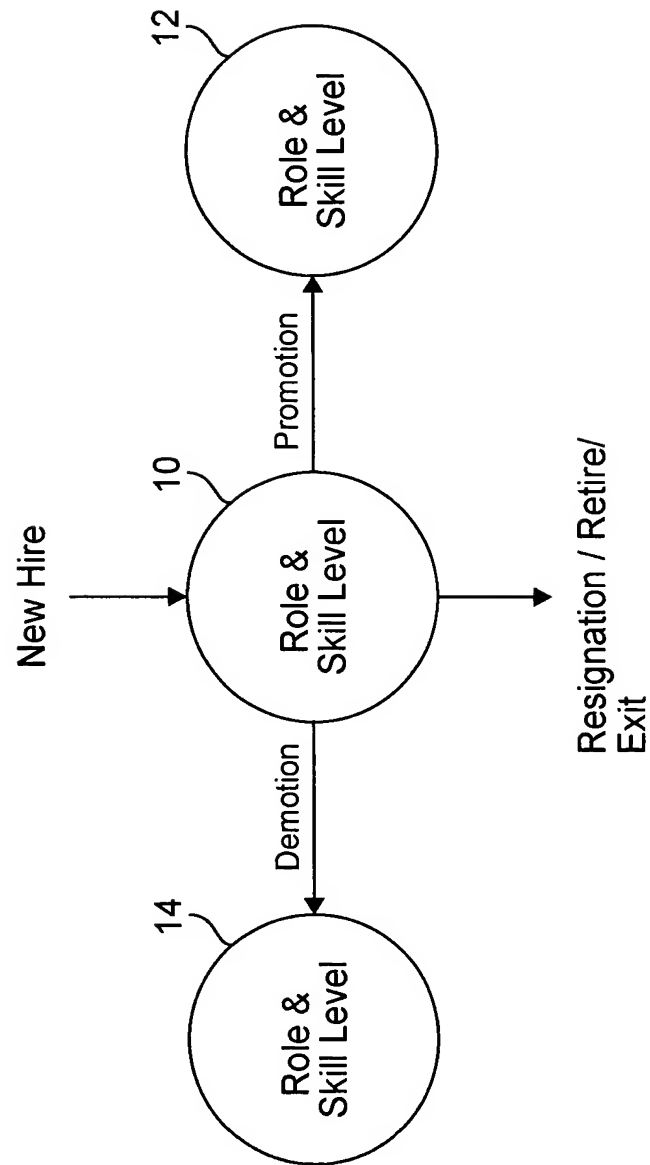


Figure 4



*Figure 5*

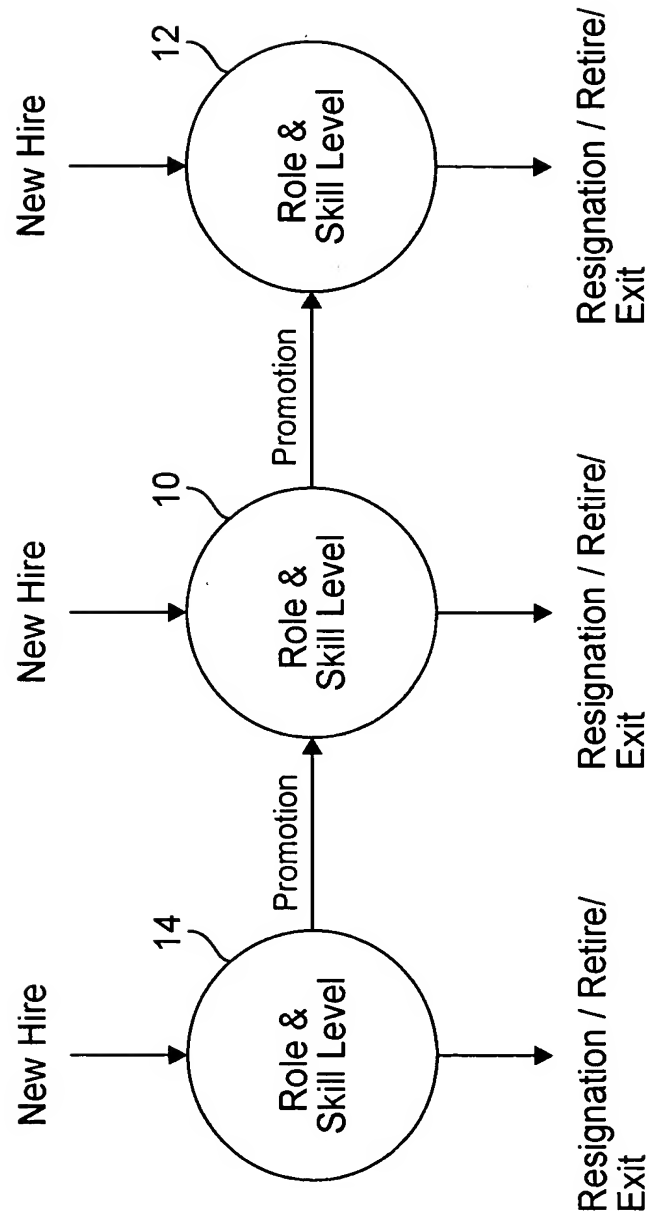


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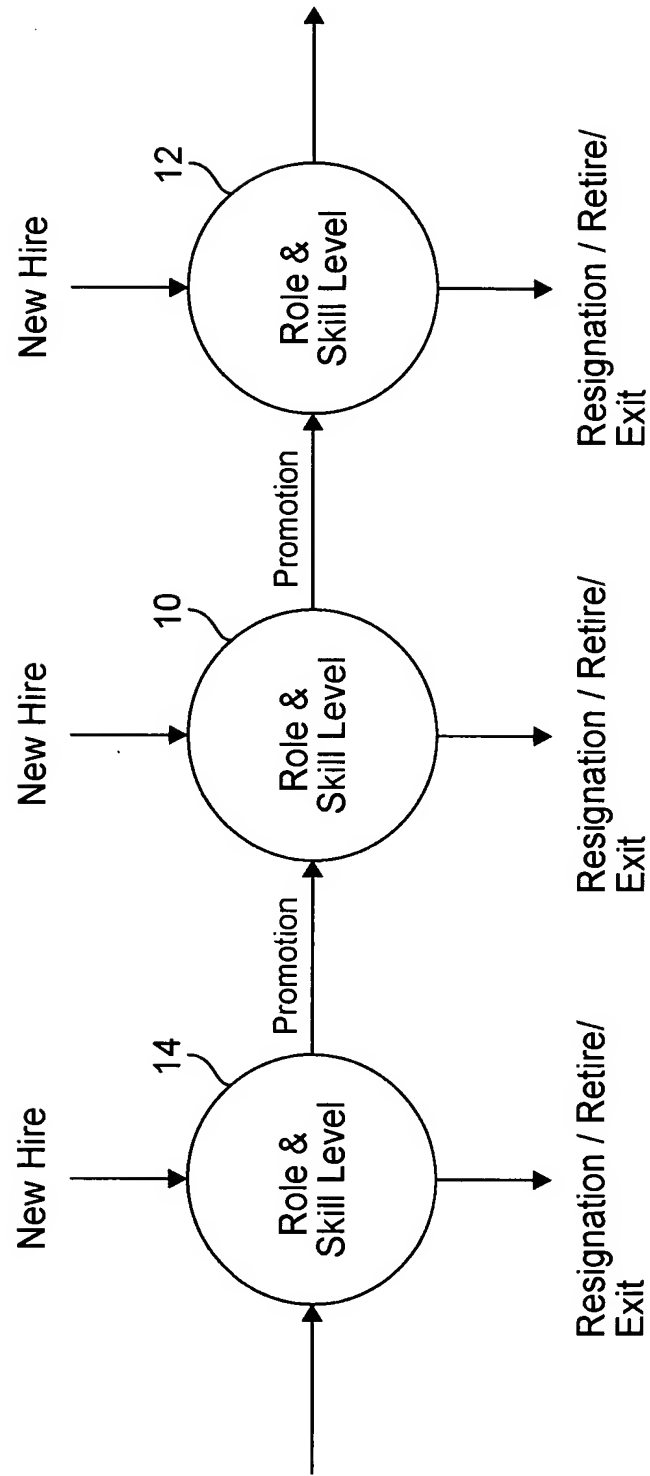
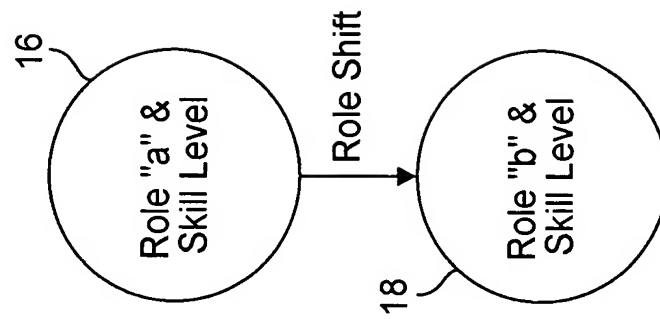


Figure 7



*Figure 8*



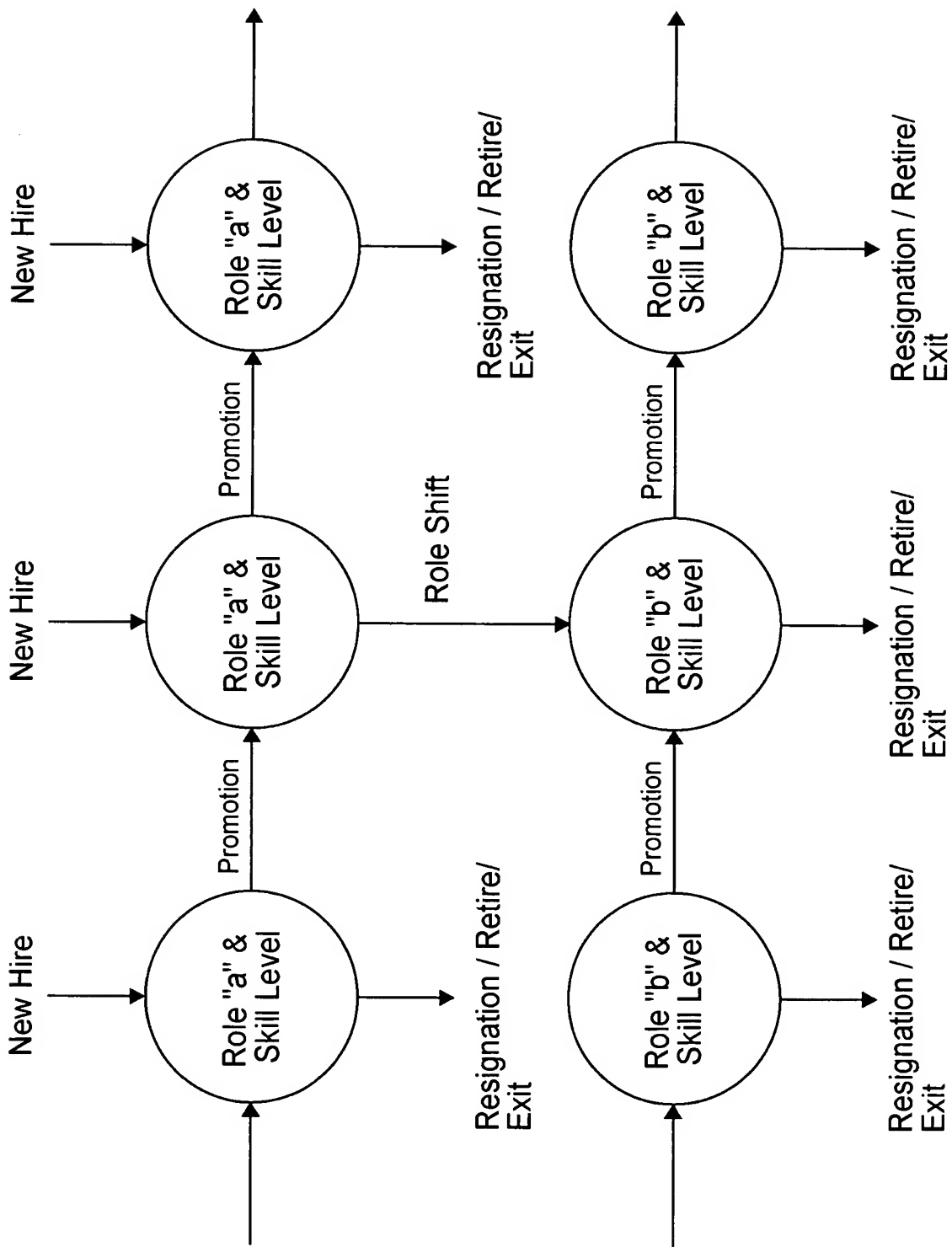
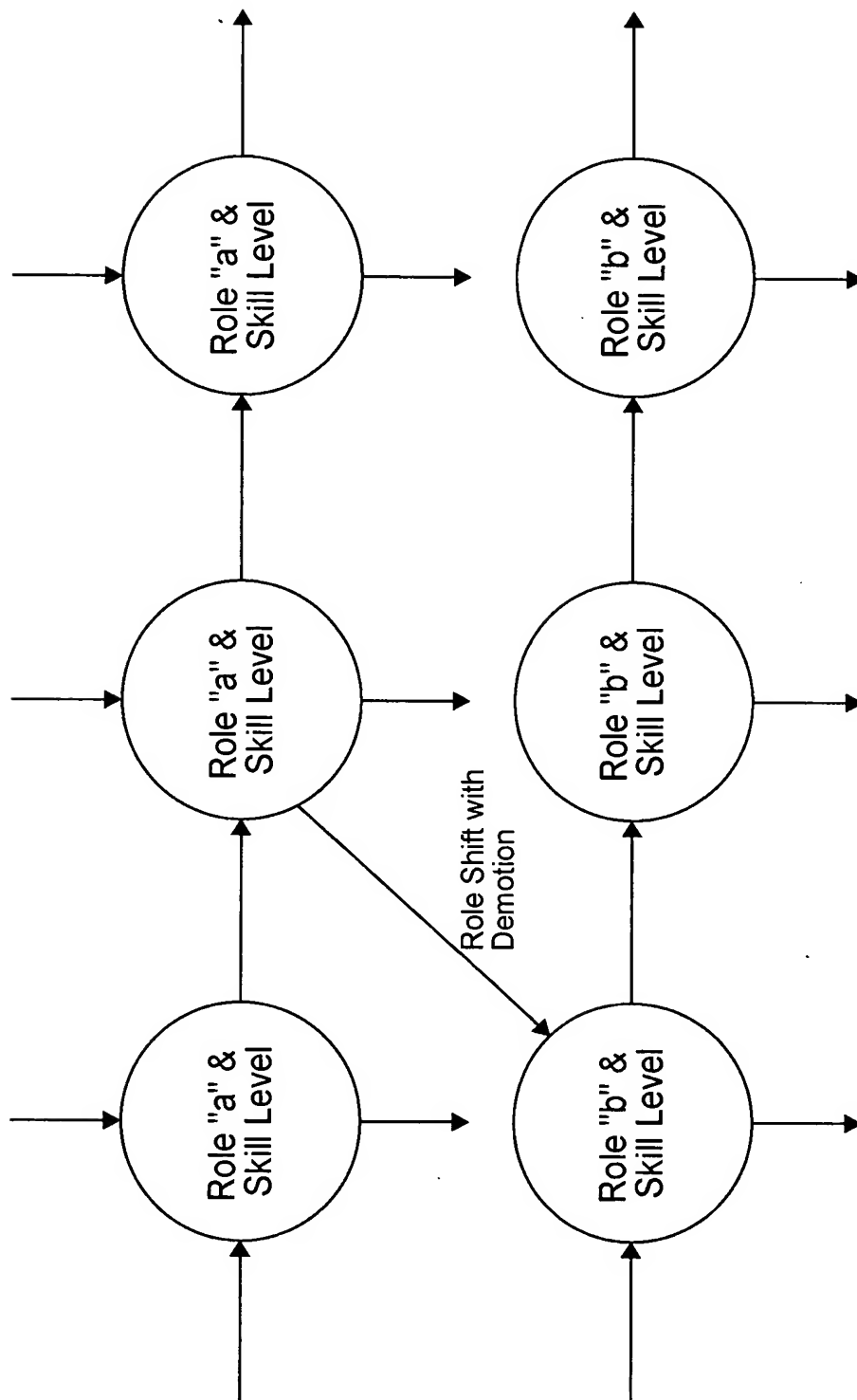


Figure 9



*Figure 10*

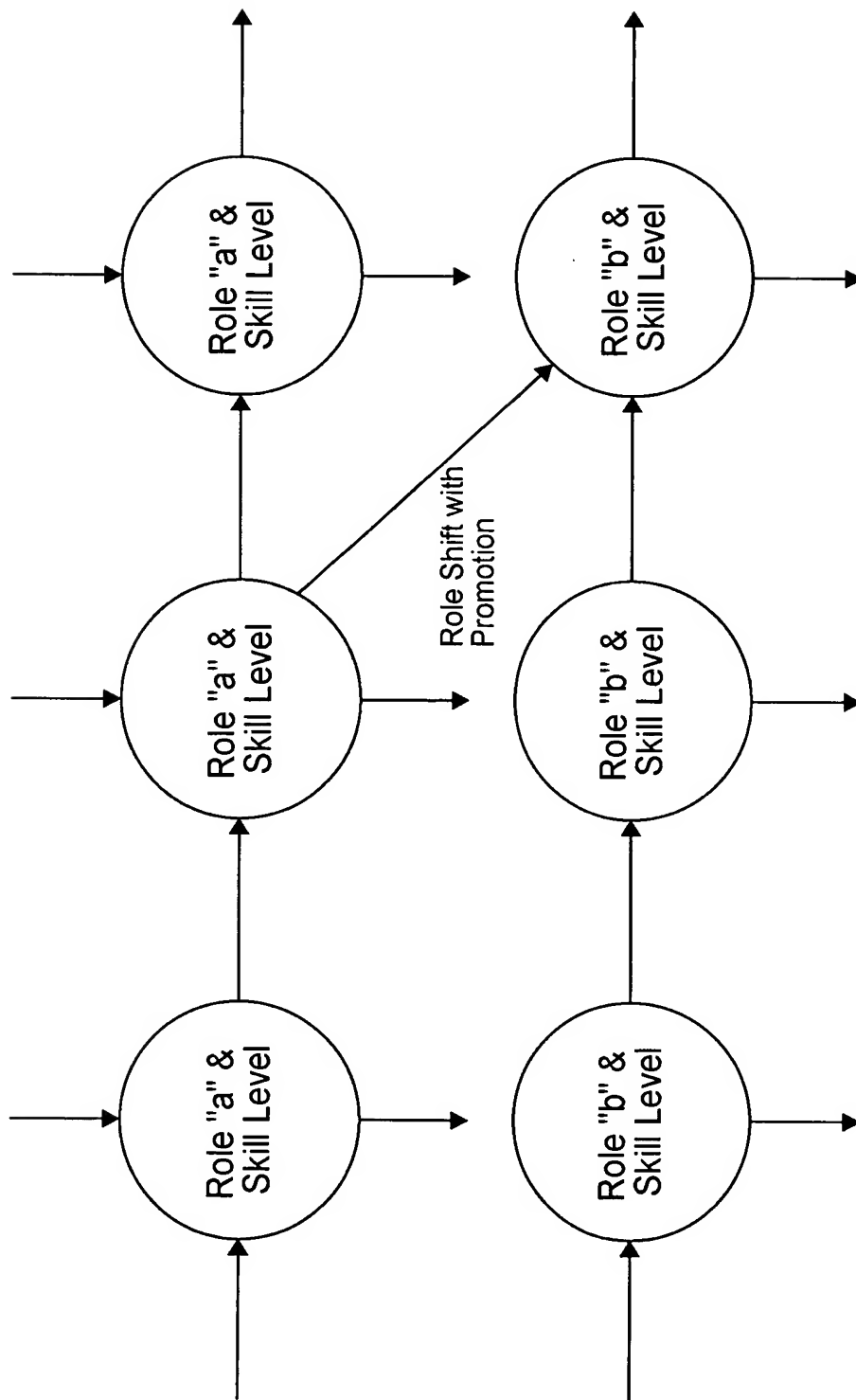


Figure 11

Position Profession	Non Exempt	Entry	Advisory	Senior	Consulting	Senior Consulting
Consultant		Consultant	Consultant (advanced)	Senior Consultant	Managing Consultant	-Principal -Executive Consultant -Associate Partner
Education Specialist		Education Specialist	Advisory Education Specialist	Senior Education Specialist	Consulting Education Specialist	Sr. Consulting Education Specialist
IT Architect				IT Architect	Consulting IT Architect	Sr. Consulting IT Architect
IT Specialist		IT Specialist	Advisory IT Specialist	Senior IT Specialist	Consulting IT Specialist	Sr. Consulting IT Specialist
Product Services Professional	Product Services Professional	Product Services Professional	Advisory Product Services	Senior Product Services	Consulting Product Services	Sr. Consulting Product Services
Project Manager			Associate Project Manager	Advisory Project Manager	Senior Project Manager	Executive Project Manager
Sales		Sales (by discipline)	Advisory Sales (by discipline)	Senior Sales (by discipline)	Consulting Sales (by discipline)	Sr. Consulting Sales (by discipline)
Typical IBM Band		6	7	8	9	10

Figure 12

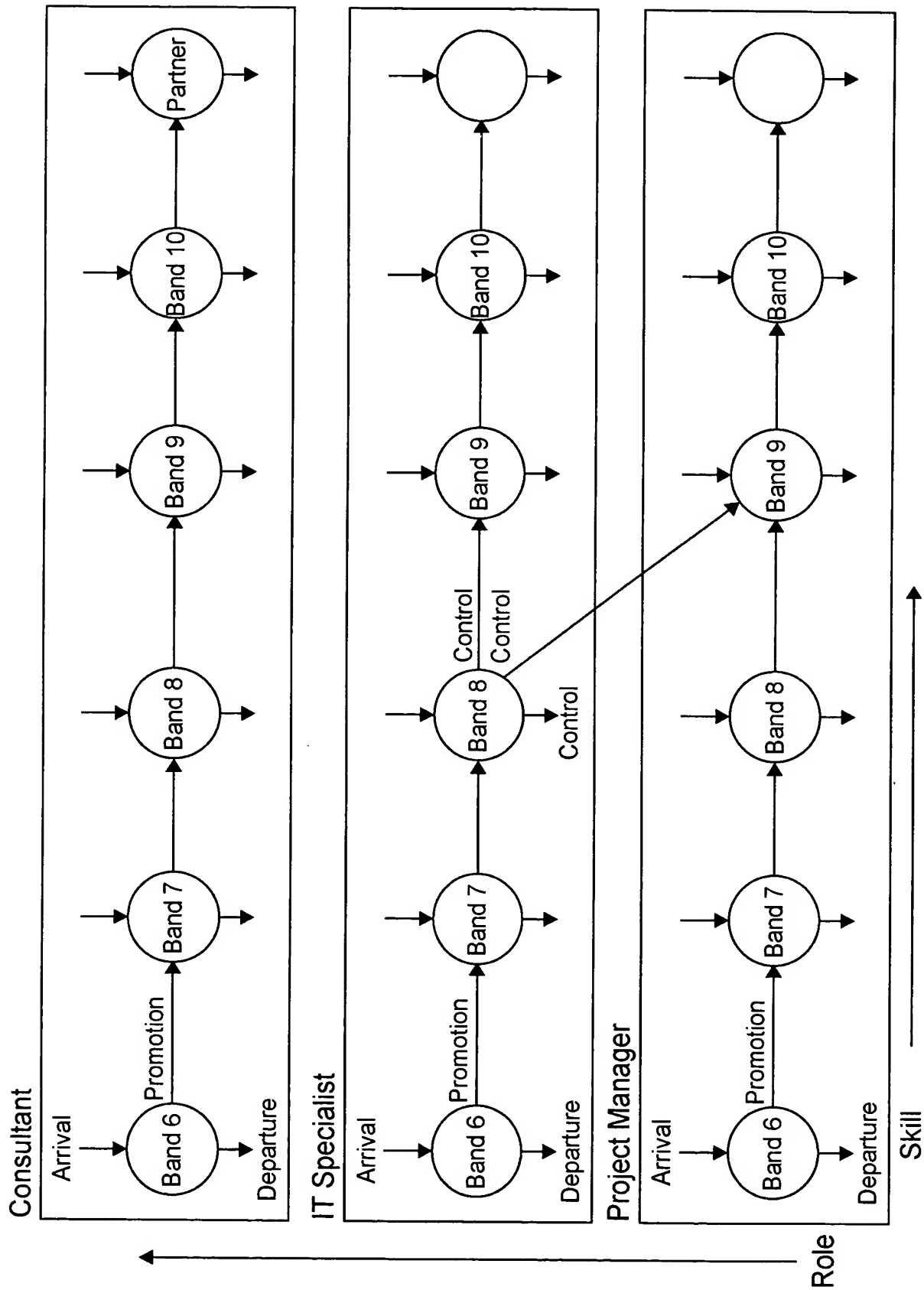


Figure 13

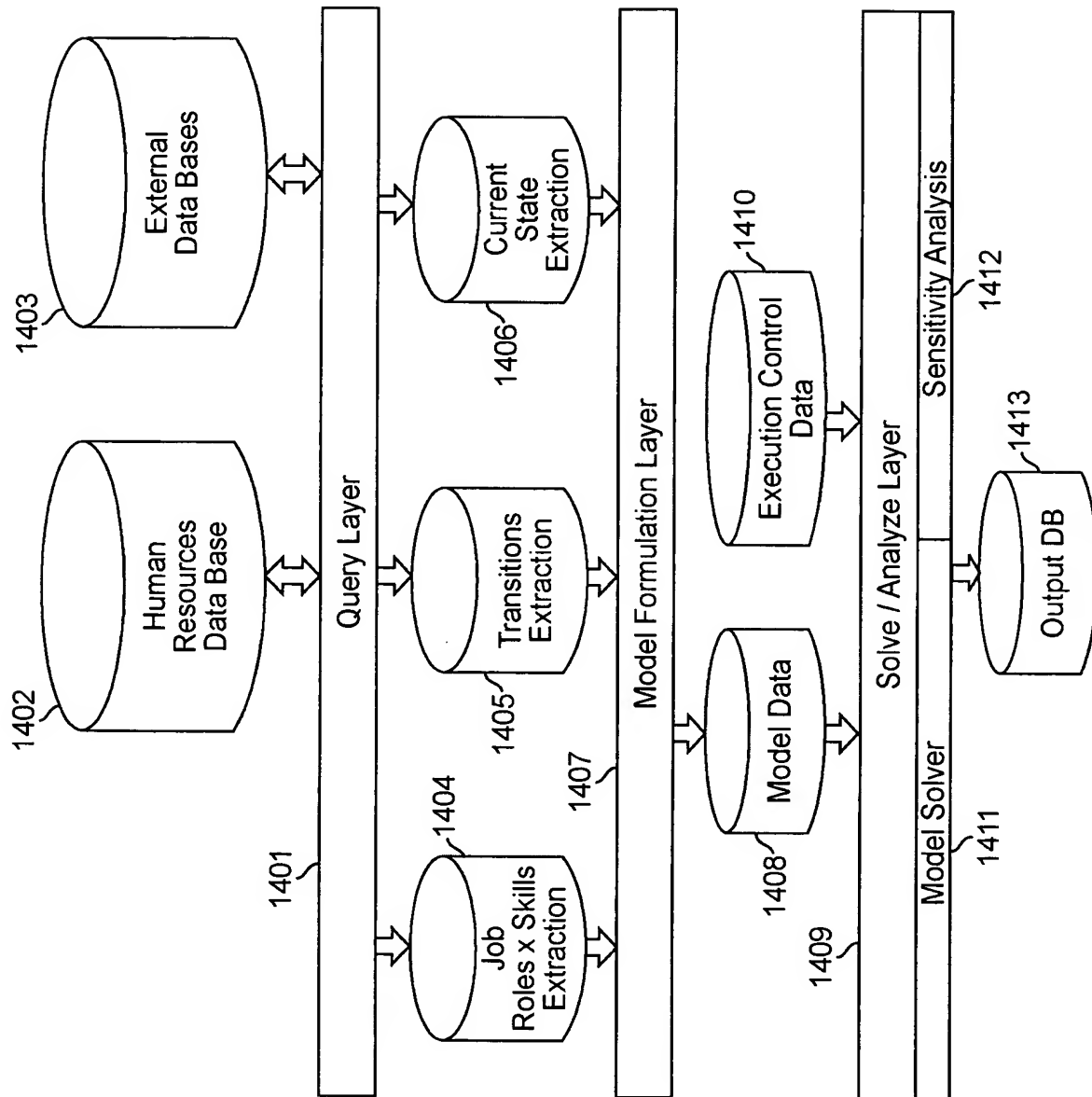


Figure 14

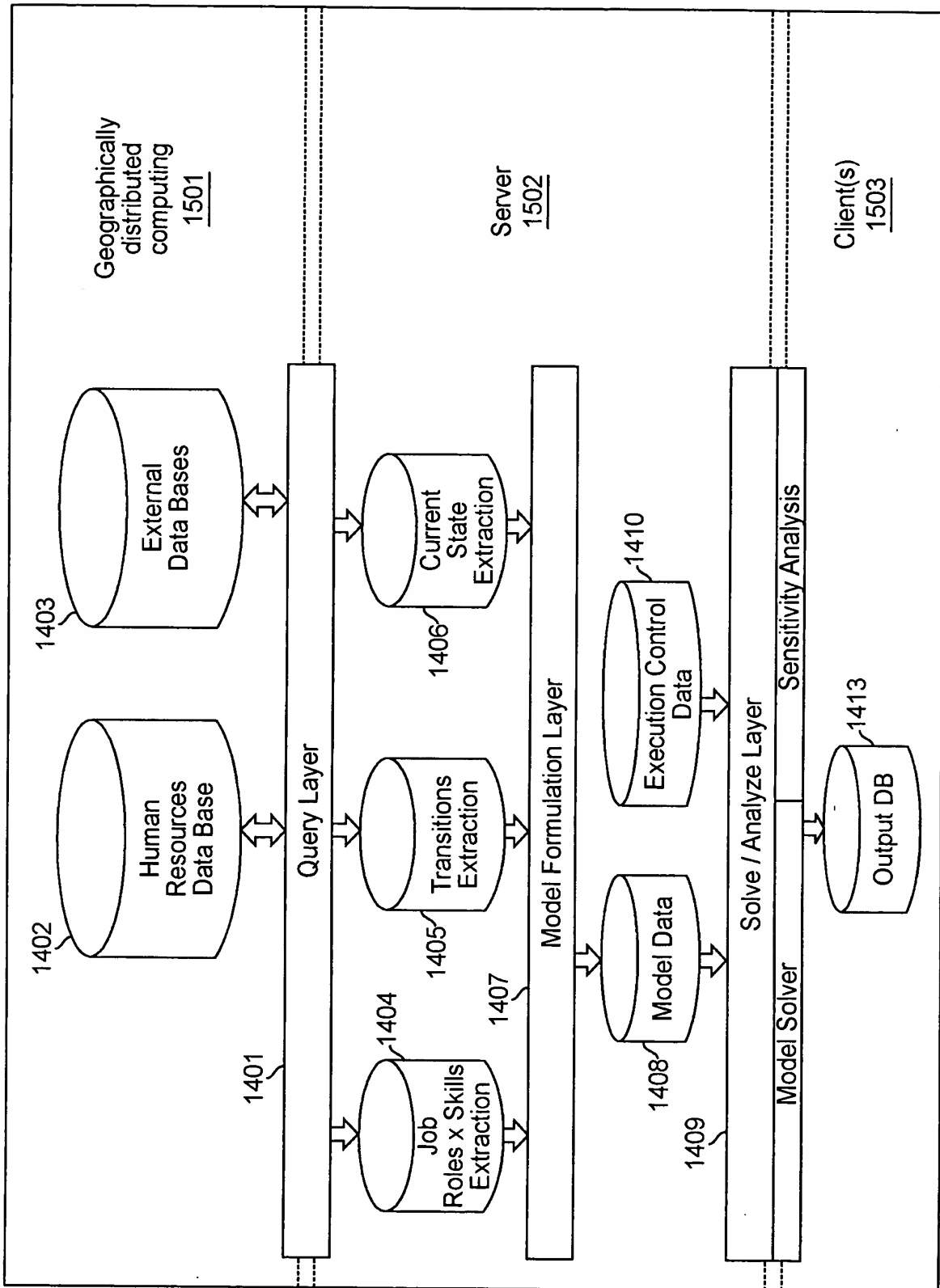


Figure 15

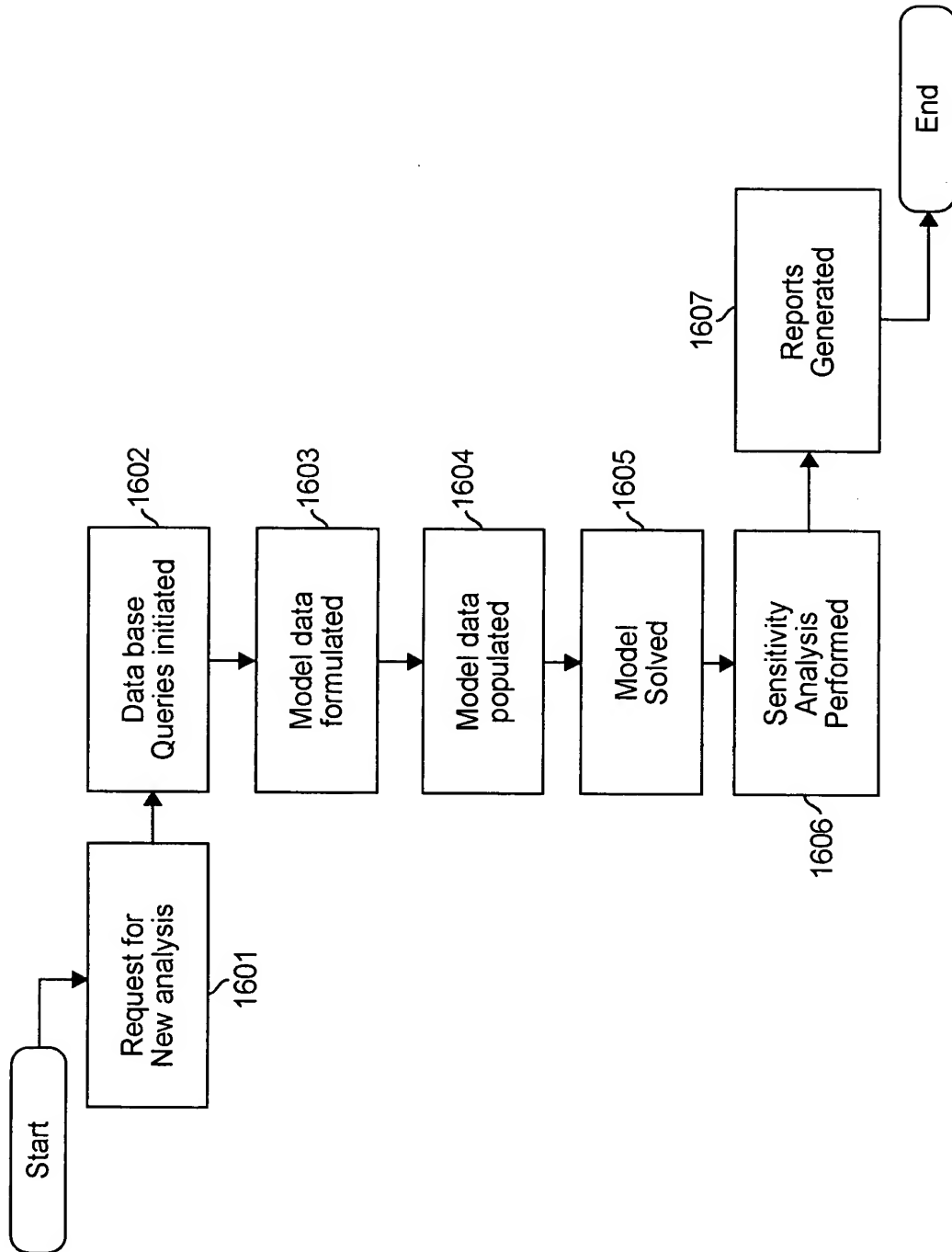


Figure 16